



Stratavor Diversity, Equity & Inclusion (DEI) Policy

Version: 1.1

Effective date: October 27, 2025

Owner: Jamie Saveall (VP Operations, ESG & Compliance Lead)

Review cycle: Annual

Purpose

Stratavor is committed to building a diverse, equitable, and inclusive company where people of all backgrounds can do their best work and be treated with dignity and respect. We believe diverse teams create better products, decisions, and outcomes for our customers and society.

Our Commitments

- **Equal Opportunity:** Employment decisions (hiring, promotion, compensation, termination) are based on merit, qualifications, and business needs—never on protected characteristics.
- **Inclusive Hiring:** We use structured interviews and consistent criteria, and we advertise roles broadly to reach diverse talent pools.
- **Pay Equity & Progression:** We aim for fair pay for equal work and periodic reviews to address potential gaps. Career progression criteria will be transparent and job-related.
- **Accessibility & Flexible Work:** As a remote-first company, we provide reasonable accommodations and flexible working practices to enable full participation.
- **Harassment-Free Workplace:** Harassment, discrimination, bullying, or microaggressions are not tolerated. Concerns may be reported confidentially via the Speak-Up channels in our Whistleblowing Policy.

- Learning & Culture: We will provide periodic awareness and inclusion training appropriate to our size and stage, and we encourage open feedback to continuously improve.

Data, Privacy & Measurement

Where lawful and with consent, Stratavor may invite voluntary self-identification to understand representation and inclusion. Any demographic data will be kept confidential and used only in aggregated form to inform improvements. We intend to publish an annual DEI snapshot (representation, hiring slates, and pay-equity checks) when sample sizes allow meaningful privacy-preserving reporting.

Responsibilities & Governance

- Board/Founder: Set tone and hold leadership accountable for DEI progress.
- ESG & Compliance Lead: Coordinates DEI initiatives and reporting, and ensures alignment with local laws.
- Managers & Team Members: Model inclusive behaviors, challenge bias, and participate in training and feedback.

Related Policies

Code of Conduct; Human Rights Policy; Whistleblowing (Speak-Up) Policy; Health & Safety; Anti-Harassment & Anti-Discrimination (within Code).